



JOINT INSPECTION UNIT (JIU) RECOMMENDATIONS

Recommendations addressed to the legislative bodies (since Cg-18 – 2019)

RECOMMENDATION	ACCEPTANCE	STATUS	REMARKS
2018/6 ACCESSIBILITY FOR PERSONS WITH DISABILITIES TO CONFERENCE AND MEETINGS			
10. The legislative bodies of United Nations system organizations should include in their agendas the review of periodic reports submitted to them on the state of accessibility of conference and meeting facilities and services for persons with disabilities, including the state of progress of actions to address accessibility deficits.	Y	Implemented	Reporting has already started in 2021 – refer EC-73/INF. 6.4 on HQ Building proposes “creating facilities for persons with disabilities where none currently exist”.
2019/2 UN-SWAP ON GENDER EQUALITY AND EMPOWERMENT OF WOMEN			
4. The legislative and governing bodies of the United Nations system organizations should review the UN Women annual letter addressed to the executive management, accompanied by indications of strategies and measures envisioned by the executive heads to be undertaken to improve compliance with the indicators included in the System-wide Action Plan and their expected contribution to gender equality and the empowerment of women.	Y	Implemented	WMO has published the results of its 2018 UN-SWAP performance (as presented in the annex to UN Women's letter) on its public website . In addition, WMO reported its overall UN-SWAP implementation rate to the Eighteenth World Meteorological Congress. Remedial actions related to UN-SWAP implementation have further been included in the updated WMO Gender Action Plan 2020–2023.
2019/3 INTEGRATION OF DRR WORK IN CONTEXT OF THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT			
1. The governing bodies of the organizations of the United Nations system should request the secretariats of their organizations to present a map of interlinkages between the core mandate of their organizations and disaster risk reduction and report on the progress made on disaster risk reduction accordingly, using the specific guidance provided by the “Results Framework of the United Nations Plan of Action on Disaster Risk Reduction for Resilience – guidance for monitoring and reporting on the progress of the implementation of the United Nations Plan for Action on disaster risk reduction”.	Y	Implemented	WMO Strategic Plan for 2020–23 has dedicated objective to strengthen national multi-hazard early warning/alert systems and extend reach to better enable effective response to associated risks and was endorsed by the last World Meteorological Congress in 2019. Executive Council (EC) Decision to amplify the linkage was discussed in the seventy-third session.

RECOMMENDATION	ACCEPTANCE	STATUS	REMARKS
2019/4 CHANGE MANAGEMENT IN UN SYSTEM ORGANIZATIONS			
1. Governing/legislative bodies are encouraged to ensure that executive heads embed change management approaches and methods in their organizational reforms and report on the results.	Y	Implemented	The WMO Constituent Body reform approved by Congress in 2019 included a phased approach strategy, an implementation plan and milestones, and a risk register. A Constituent Reform Task Force was created to monitor the reform and provide advice to the Secretary-General and written reports to Congress and the Executive Council.
2019/5 MANAGING CLOUD COMPUTING			
2. The governing bodies of the United Nations organizations should request the heads of their respective organizations to include provisions in their financial strategies that facilitate the adaptation, responsiveness and efficient use of operational expenditures and capital investments related to new technologies.		Implemented	A strategic view of IT costs shall be maintained through a rolling multi-year forecast of expenditures to support the cost optimization and cost forecasting exercise. The strategic view shall include operational costs as well as separately identify project budgets requiring funding beyond the operational cost budget.
2019/6 AUDIT AND OVERSIGHT COMMITTEES			
2. The legislative and/or governing bodies of the United Nations system organizations that have not already done so should ensure that the terms of reference or charter of the audit and oversight committees of their respective organizations are revised to reflect all the internal oversight functions that are part of the responsibilities and activities of the committee, where applicable, by the end of 2021.	Y	Implemented	The AC reviewed its Terms of Reference in July-20 and proposed changes, addressing this recommendation, which were approved by EC-72.
3. The legislative and/or governing bodies of the United Nations system organizations that have not already done so should ensure that provisions regarding the internal control framework and risk management are included in the terms of reference or charter of their respective audit and oversight committees by the end of 2021 in order to ensure that due attention is paid to addressing internal control weaknesses and emerging risks.	Y	Implemented	Internal Control Framework and Risk Management are included in the TOR of the WMO AC.
4. The legislative and/or governing bodies of the United Nations system organizations that have not already done so should give due consideration to including the oversight of ethics and anti-fraud activities in the revised terms of reference or charter of their audit and oversight committees in order to strengthen the accountability frameworks of their respective organizations by the end of 2021, provided that these audit and oversight committees meet the independence criteria.	Y	Implemented	The AC reviewed its Terms of Reference in July-20 and proposed changes, addressing this recommendation, which were approved by EC-72.

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5. In order to meet the needs of the organizations, the legislative and/or governing bodies of the United Nations system organizations that have not already done so should consider revising and updating the terms of reference or charter of their audit and oversight committees to contain provisions related to the relevant skills and professional expertise of members, including a balanced mix of public and private sector experience at the senior level. In addition, a strong understanding of the structure and functioning of the United Nations system and/or intergovernmental and international organizations is desirable.	Y	Implemented	The requirements of skills and competencies listed in the recommendation are already included in the TOR of AC in WMO.
6. The legislative and/or governing bodies of the United Nations system organizations that have not already done so should request their audit and oversight committees to undertake a self-assessment every year and an independent performance evaluation every three years and report to them on the results.	Y	Implemented	The recommendation is accepted. AC has been undertaking self-assessment earlier and will continue in the future periodically.
7. The legislative and/or governing bodies of the United Nations system organizations that have not already done so should ensure that the terms of reference or charter of their audit and oversight committees are periodically revised and updated with a view to including emerging priorities of, and new challenges to, their respective organizations.	Y	Implemented	The TOR of the AC envisages the periodic review of its effectiveness which will lead revision of TORs as required.
2019/9 CONTEMPORARY PRACTICES IN THE EXTERNAL OUTSOURCING OF SERVICES TO COMMERCIAL SERVICE PROVIDERS			
2. The legislative bodies of the United Nations system organizations should request their executive heads to ensure that, by the end of 2022, annual reports on procurement include a subsection on expenditures on services sourced from commercial service providers.	Y	Implemented	WMO annually submits a report to the Executive Council on all procurement activities.
2020/1 STATE OF INVESTIGATION FUNCTION			
1. The legislative bodies of United Nations system organizations should request that organizations that have not yet done so include in their internal oversight charters a provision for the periodic revision and, where necessary, update of the charters and a requirement for their endorsement by the legislative bodies. The updated charters should be submitted for endorsement by the legislative bodies by the end of 2021.	Y	Implemented	The provision for the amendment of the charter of the Internal Oversight Office of the WMO is already included. WMO agrees that the Charter should be revised regularly.

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3. The legislative bodies of United Nations system organizations should request that organizations that have not yet done so consolidate by the end of 2022 all investigations and related activities (namely intake, preliminary assessment and the decision to open an investigation), irrespective of the type of misconduct, in the internal oversight office of each organization.	Y	Implemented	After abolition of Joint Grievance panel, all investigation activities are consolidated in the Internal Oversight Office.
5. The legislative bodies of the United Nations system organizations should request that organizations that have not yet done so include in their oversight charters by the end of 2021 provisions that: (a) Make the appointment and dismissal or removal of the heads of their internal oversight offices subject to consultation with and approval of the legislative bodies; (b) Establish term limits from five to seven years for the heads of internal oversight offices, preferably making the term non-renewable, with a post-employment restriction within the same organization; and (c) Allow for unrestricted access of their heads of internal oversight offices to the legislative bodies and to the respective audit and oversight committees.	Y	Implemented	A proposal for term limit for future contracts of the Director of the Internal Oversight Office (D/IOO) and related proposal for amendment of Staff Regulations has been reviewed by EC-76 and is submitted to Cg-19.
6. The legislative bodies of the United Nations system organizations that have not yet done so should request that organizations update the terms of reference of their respective audit and oversight committees by the end of 2021 to include, where necessary, appropriate provisions to: (a) review the independence and mandate of the internal oversight office/ investigation function; (b) review its budget and staffing requirements; (c) review its overall performance; and (d) issue related recommendations.	Y	Implemented	AC ToRs have been amended and approved by EC-72 in 2020, which is now renamed as Audit and Oversight Committee.
7. The legislative bodies of United Nations system organizations that have not yet done so should develop and adopt appropriate formal procedures for the investigation of complaints of misconduct by executive heads and adopt appropriate policies by the end of 2021.	Y	Implemented	Formal Procedures were approved by EC and will be included in the Secretary-General's contract in 2023.

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8. The legislative bodies of United Nations system organizations that have not yet done so should request that organizations establish by the end of 2021 formal procedures for handling allegations of misconduct against heads and personnel of their internal oversight offices in order to avoid situations of conflict of interest.	Y	Implemented	The amended charter was approved and it contains the process for handling allegations against IOO head and staff. Necessary changes have also been made in the staff rules. The recommendation is implemented.
9. The legislative bodies of United Nations system organizations that have not yet done so should request that the respective organizations' annual internal oversight activity reports contain information on both complaints and investigations, including details on the number, type and nature of the complaints and investigations and trends in this regard.	Y	Implemented	IOO provides statistics on allegations, complaints and investigations to the Audit and Oversight Committee and the Executive Council through its periodic reports.
10. The legislative bodies of United Nations system organizations should review the adequacy of resources and staffing of the investigation function, taking into consideration the recommendations of the respective audit and oversight committees, where available.	Y	Implemented	This is done periodically and is a part of the Terms of Reference of the Audit and Oversight Committee.
2020/2 POLICIES AND PLATFORMS IN SUPPORT OF LEARNING: TOWARDS MORE COHERENCE, COORDINATION AND CONVERGENCE			
8. The governing bodies of United Nations system organizations should, by the end of 2023, approve a common United Nations Organizational Learning Framework, agreed through relevant inter-agency mechanisms, which should contain a set of principles and a plan of action for gradual implementation.	Y	Implemented	WMO supports the recommendation and will work with the inter-agency mechanisms to implement this recommendation.
2020/3 COMMON PREMISES IN THE UN SYSTEM			
1. The governing bodies of United Nations system organizations that have not yet done so should, by the end of 2021, give direction to the executive heads on the parameters of participation of their organizations in common premises and request periodic reporting on the results achieved.	Y	Implemented	WMO supports the recommendation and will work through the Inter-Agency Structures like the Chief Executives' Board (CEB), the High-Level Committee on Management (HLCM) and the High-Level Committee on Programmes (HLCP) to implement the recommendation.
2020/5 ENTERPRISE RISK MANAGEMENT (ERM) IN THE UNITED NATIONS SYSTEM			
1. In order to fulfil their oversight roles and responsibilities, legislative/governing bodies should incorporate ERM into their meetings at least annually, with substantive coverage determined by the organization's mandate, field network and risk exposure.	Y	Implemented	Risk is considered explicitly in strategic planning process and emerging challenges are covered in the SG's report, submitted annually to the Executive Council.

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4. By the end of 2022, legislative/governing bodies of participating organizations should request executive heads to report on the outcomes of a comprehensive review of the organization's implementation of ERM against JIU benchmarks 1 to 9, as outlined in the present report.	Y	Implemented	Risk Management is a standing agenda item in the meetings of the Audit and Oversight Committee, and compliance with the benchmarks was reviewed by the Audit and Oversight Committee (AOC). IOO also conducted an audit of ERM in WMO and issued a report in 2023.
2020/6 MULTILINGUALISM			
1. The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to prepare a strategic policy framework for multilingualism, accompanied by administrative and operational guidelines for its implementation, and submit this for adoption by the end of 2022.	Y	Implemented	WMO has a pragmatic and action-oriented approach to multilingualism. Resolution 81 (Cg-18) on WMO mandatory publications and distribution policy for the eighteenth financial period adopted the list of WMO publications recommended by the Executive Council (Recommendation 19 (EC-70)) as mandatory for production during the eighteenth financial period and included in the regular budget and invites Members to provide in-kind support to translation and publishing and through contributing to the WMO Mandatory Publications Trust Fund so as to have more technical publications available in all WMO official languages. WMO General Regulations 96-98 Basic Documents No. 1 (WMO-No. 15) specify official and working languages of all constituent bodies.
2. The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to appoint, by the end of 2022, a senior official as a coordinator or focal point for multilingualism, with clearly defined responsibilities and delegated authority, tasked with the coordination of the implementation of the strategic policy framework for multilingualism across their respective organizations.	Y	Implemented	Coordinator for multilingualism in Participating Organizations: Director, Governance Services Department (former Director, Language, Conference and Publishing Services Department – title and position changed) Focal point for multilingualism at CEB level: Director, Linguistic, Conference and Common Services (newly appointed).
4. The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to introduce, by the end of 2022, learning policies that encourage continuous learning and improvement of the language skills of their staff members in the official languages of the respective organizations as well as in other languages, as appropriate, securing sufficient funding for this.	Y	Implemented	Online training opportunities: While focusing on terminology, trainings are useful for translators/editors and interpreters and for colleagues in other organizations to clarify concepts, terms and expressions related to meteorology and to acquire in-depth knowledge in scientific disciplines related to the work of WMO. Since October 2018 WMO staff have free access to an online training service platform, called "Lynda.com" (administered by LinkedIn). WMO promotes continuous learning and improvement of language and other skills. On-site training opportunities: Various trainings have been organized on scientific disciplines at WMO (now on hold due to COVID-19). Staff have access to the United Nations Office at Geneva (UNOG) Centre for Learning and Multilingualism language courses and other workshops and trainings to improve their skills.

RECOMMENDATION	ACCEPTANCE	STATUS	REMARKS
2020/7 BLOCKCHAIN APPLICATIONS IN THE UN SYSTEM TOWARDS A STATE OF READINESS			
1. The governing bodies of the United Nations system organizations should ensure that, when applicable, the use of blockchain applications will be integrated, together with other digital technologies, into the innovation strategies and policies adopted by their respective organizations.	Y	N/A	N/A. WMO has no plan to use blockchain technology at this point in time.
6. The governing bodies of the United Nations system organizations should encourage Member States to engage with the United Nations Commission on International Trade Law in its exploratory and preparatory work on legal issues that relate to blockchain in the broader context of the digital economy and digital trade, including on dispute resolution, which is aimed at reducing legal insecurity in that field.	Y	Implemented	WMO will follow the lead and direction of the UN system.
2020/8-MAINSTREAMING ENVIRONMENTAL SUSTAINABILITY ACROSS ORGANIZATIONS OF THE UNITED NATIONS SYSTEM			
2. The legislative organs and governing bodies of the United Nations system organizations that have not yet done so, should direct the executive heads to embed environmental sustainability considerations in the management of their respective organizations, and request them to include the results of mainstreaming environmental sustainability in the internal management functions of the organization in the annual report on the work of the organization.	Y	Implemented	<p>WMO is in the process of amending its Staff Rules to encourage staff and the Organization as a whole to continue to meet and exceed its obligations in relation to environmental sustainability.</p> <p>In that regard, WMO has amended its staff duties and obligations to include, uniquely, a "Green Duty Obligation". This obligation requires that every staff member has a responsibility to carry out their duties in a resource efficient way minimizing environmental harm.</p> <p>It is hoped that by including a Green Duty Obligation provision within the basic rights and obligations of staff, such practices will embed environmental sustainability considerations within the Organization and at all levels.</p>
2021/1 REVIEW OF MANAGEMENT AND ADMINISTRATION IN WMO			
1. By the end of 2022, the Executive Council should commission an independent evaluation of the constituent bodies reform to review the process used to implement the reform and its substantive results, including the alignment of the restructured secretariat, as well as good practices and lessons learned.	Y	Implemented	Evaluation of WMO Constituent Body Reforms was completed and submitted to EC-76.

RECOMMENDATION	ACCEPTANCE	STATUS	REMARKS
2021/2 UN SYSTEM SUPPORT FOR LANDLOCKED DEVELOPING COUNTRIES TO IMPLEMENT THE VIENNA PROGRAMME OF ACTION			
7.The legislative organs and governing bodies of United Nations system organizations should issue directives, if they have not already done so, by the end of 2022, for their organizations to mainstream the priorities of the programme of action for landlocked developing countries that are pertinent to their mandated work and request that their organizations report periodically on its implementation.	Y	Implemented	In its strategic and operating plans, WMO pays particular attention to landlocked developing countries as well as least developing countries and small island developing states. WMO Activities prioritize capacity development in these countries.
2021/3 CYBERSECURITY			
2.The legislative and governing bodies of the United Nations system organizations should consider the reports on the elements contributing to improved cyber-resilience prepared by the executive heads and provide strategic guidance on further improvements to be implemented in their respective organizations, as necessary.	Y	Implemented	Cybersecurity is one of the top risks in WMO and mitigating measures are reported to the EC/AOC as a part of regular reporting on risk management.
2021/4 MANAGEMENT OF IMPLEMENTING PARTNERS			
3.The legislative organs and governing bodies of organizations of the United Nations system should, starting 2024 and based on reports submitted to them by their respective executive heads, provide overall strategic guidance and legislative oversight to the management of their implementing partners, including in the framework of the quadrennial comprehensive policy review, especially in regard to areas such as capacity-building, inter-agency cooperation, information-sharing and repositioning of the development system.	Y	In Progress	Following greater clarification on the Quadrennial comprehensive policy review, this recommendation will be actioned accordingly. It is also likely that timeline for necessary actions may be affected by expected changing leadership.
9.The legislative organs and governing bodies of organizations of the United Nations system should, beginning 2023, assess their approaches to capacity-building of implementing partners and strengthening national capacities and ownership, in the framework of the quadrennial comprehensive policy review, with a view to strengthening them, including the effectiveness of such efforts since 2013, progress made, and lessons learned, based on reports prepared by their respective secretariats, and adopt specific measures to strengthen national capacities and ownership and build capacities of their implementing partners.	Y	In Progress	Some actions are being taken firstly by the acceptance of the recommendations and applying same to projects' implementing partners. This area will receive further clarification once work starts on the policy. To be partially implemented by QTR 4.

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2021/5 REVIEW OF ETHICS FUNCTION			
2. The legislative organs and governing bodies of the United Nations system organizations that have not yet done so should request that organizations update the terms of reference of their respective audit and oversight committees by the end of 2023 to include, where necessary, provisions for ethics, and ethics as a desirable area of expertise for new committee members.	Y	Implemented	The AOC Term of Reference (TOR) requires it to provide oversight over ethics function. Expertise in Ethics is one of the criteria for AOC Members.
2021/6 BUSINESS CONTINUITY MANAGEMENT			
6. The legislative organs and governing bodies of the United Nations system organizations should consider, at the earliest opportunity, the conclusions of the internal management assessment of the continuity of operations during the COVID-19 pandemic prepared by the executive heads of their respective organizations and, on that basis, take appropriate decisions to address the identified gaps and risks and to ensure continuity of business operations.	Y	In Progress	WMO presented the COVID-19 impact report to its Constituent Bodies (Executive Council) in 2021 and an updated version in 2022.